

REVISED
TERMS OF DISBANDMENT.

Presented to Parliament by Command of His Majesty.



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REVISED TERMS OF DISBANDMENT.

The following revised Terms of Disbandment embody the additions that have from time to time been made since the issue to the Royal Irish Constabulary on the 27th March 1922 of the Terms of Disbandment. A copy of these revised terms is being sent to every member of the Force.

REVISED TERMS OF DISBANDMENT.

His Majesty's Government have decided that the following shall be the terms on which officers and men shall be disbanded :—

1. Compensation Allowance.

Every officer and man will be entitled to a compensation allowance calculated in accordance with the Rules in the Ninth Schedule to the Government of Ireland Act, 1920, applying to officers or men removed or required to retire; that is to say, he will be entitled to a pension calculated in accordance with the existing enactments relating to R.I.C. pensions, but the length of service on which the pension will be calculated will be not his actual length of service but his actual length of approved service with 12 years added thereto, and the salary on which the pension will be calculated will be not his actual salary but the salary which he would have been receiving had he continued to serve in the same rank for 12 years after the date of disbandment.

Provided that—

(1) No compensation allowance shall exceed two-thirds of the salary upon which it is calculated.

(2) Any member of the Force below the rank of District Inspector who joined prior to July 1st, 1919, shall be entitled if he so desires to calculate his pensions in fiftieths of his salary instead of in sixtieths, in which case he shall be entitled to add 10 years only to his actual service instead of 12 years.

(3) The salary upon which the compensation allowance of a District Inspector is calculated will be the amount which it would have reached at the end of the added years if, in the case of a D.I., Class III., he were entitled to promotion to the second class at the end of 1½ years' service in the third class, and, in the case of a D.I., Class II., he were entitled to promotion to the first class at the end of eleven years' service in the second class.

(4) If any officer or constable dies after a compensation allowance has been awarded to him, the Treasury, if they think fit, may grant a pension or gratuities to his widow and children, as though the compensation allowance had been a pension awarded to him on retirement.

2. Disturbance Allowance.

If any officer or man, owing to molestation or danger or for any other cause whatsoever, moves his home either to another place in Ireland or to any place outside Ireland, he shall be entitled to be repaid the reasonable costs incurred in connection with such removal up to a maximum of one month's pay for unmarried men, two months' pay for married men with less than three children, and three months' pay for married men with three or more children.

These allowances will be payable on application at any time within 6 months of the date of disbandment.

In order to avoid any delay in the payment of these allowances, they will be payable *on demand* at the date of disbandment or at any time within 6 months thereafter; it must, however, be clearly understood that every officer or man who receives such an allowance will be required to produce to the Tribunal referred to in paragraph 7 below evidence that he has in fact moved his home; and if he has not moved his home or if the reasonable expenses incurred in connection with such removal are less than the amount of the allowance which he has received, the Tribunal may require him to refund the whole or part of the allowance, as the case may be.

In cases of officers and men holding acting rank above that of their substantive rank, Disturbance Allowance will be calculated upon the pay of the acting rank. In cases where officers or men holding acting rank have already been disbanded and have received Disturbance Allowance calculated upon their substantive pay, application may be made to the Deputy Inspector-General, Royal Irish Constabulary, Dublin Castle, for the payment of the difference between the sum received and the Disturbance Allowance that would have been payable if it had been calculated upon such acting rank.

3. Free Railway Warrant.

Every officer and man will be entitled to a free railway warrant from the place of his disbandment to his home. In addition to the above, it will be open to any member of the Force who considers that he would be in danger if he were to return or after having returned to remain at his home after disbandment, to apply for a free travelling warrant to enable him to remove himself and his family to any place in Great Britain or Ireland. Such warrants will be issuable in respect of the member of the Force, his wife and children, or other dependent normally supported by him as a member of his household. Where a member of the Force is moving his family, and finds it inadvisable actually to accompany them, a separate warrant will be issued for their use. Travelling warrants will be issued on application prior to dispersal.

4. Separation Allowance.

Separation Allowance will be payable during the first three months after disbandment to any married member of the Force whose home is outside Northern Ireland and who proceeds either to Great Britain or Northern Ireland, leaving his family in Ireland. This allowance will be in addition to the Compensation Allowance granted under paragraph 1 above, and will be made at the rates approved for the several ranks of the Force, viz., 14s. a week for Constables and Sergeants, 17s. 6d. a week for Head Constables, and 28s. a week for Officers of higher rank.

5. "Loading" of Compensation Allowance for Two Years after Disbandment.

In order that during the period when fresh employment will be hard to obtain every officer and man may be in receipt of a compensation allowance sufficient to enable him to live and maintain his family without other employment, arrangements will be made which will enable any officer or man with less than 15 years' service who so desires to commute so much of his compensation allowance as will enable that allowance to be increased during the first two years up to a maximum of 35/60 (or 30/50) of the maximum pay of his rank.

It is not practicable to give a complete table showing every man how much of his allowance after the first two years must be commuted in order to produce this result, but the following examples are given as a guide:—

(A.) A Constable of 10 years' service with a compensation allowance of 38s. a week,* aged 30, will be able to increase his allowance to 2l. 15s. 6d. a week for 2 years. At the end of 2 years his pension will be reduced by 2s. 9d. a week to 35s. 3d.

(B.) A Head Constable of 11 years' service with a compensation allowance of 153l. 16s. 8d. per annum,* aged 33, will be able to raise his allowance to 207l. per annum for 2 years, with a subsequent reduction of 8l. 12s. per annum to 146l. 4s. 8d.

(C.) A married D.I. 3 of 6 years' service, aged 28, with a compensation allowance of 132l. per annum, will be able to raise his allowance to 256l. 13s. 4d. for 2 years, with a subsequent reduction of 10l. 7s. 8d. per annum to 112l. 12s. 4d.

(D.) A D.I. 1 of 12 years' service with a compensation allowance of 303l. 6s. 8d. per annum, aged 35, will be able to raise his allowance to 379l. 3s. 4d. per annum for 2 years, with a subsequent reduction of 12l. 10s. per annum to 290l. 16s. 8d.

In order that there may be no delay in computing the amount of the increased allowance to which an officer or man will be

* These allowances are calculated by sixtieths with 12 added years.

entitled under this provision, and the amount of the deduction which will subsequently have to be made from his allowance, he will be entitled to receive on demand a provisional increase in his compensation allowance sufficient to bring it up to half the pay he was receiving at the date of disbandment. His application for commutation will then be considered by the Tribunal, who will forward it with their recommendation to the Pensions Commutation Board; the full amount with arrears will be assessed and paid as soon as possible, and the man will at the same time be notified of the amount of the subsequent deduction.

6. Commutation of Compensation Allowance for a Capital Sum.

In such cases as may be approved by the Tribunal, the Irish Office is prepared to recommend applications preferred by officers and men to commute so much of their compensation allowances as will provide the necessary capital (a) for emigration to any Dominion or Colony under an approved scheme of overseas settlement, or as an approved emigrant by the High Commissioner or other British agent, or to any country in which the applicant has a reasonable prospect of employment, or (b) in other cases, where special circumstances are shown, for such specific purpose as may be approved by the Tribunal to be for the applicants benefit.

Officers and men who desire to take advantage of these arrangements and who have not already sent in their names to Headquarters, should communicate with the Director, R.I.C. Re-Settlement Branch, Irish Office, 41, Tothill Street, London, S.W.1.

The following table shows the amount of Compensation Allowance that is required to be commuted in order to produce a net capital sum of £100 in the cases of men aged 21 to 60 years:—

Age next Birthday.				Pension to be Commuted.				Age next Birthday.				Pension to be Commuted.			
				£ s. d.								£ s. d.			
21	-	-	-	7	0	6		34	-	-	-	7	12	6	
22	-	-	-	7	1	4		35	-	-	-	7	13	8	
23	-	-	-	7	2	1		36	-	-	-	7	15	0	
24	-	-	-	7	2	11		37	-	-	-	7	16	4	
25	-	-	-	7	3	8		38	-	-	-	7	17	10	
26	-	-	-	7	4	7		39	-	-	-	7	19	4	
27	-	-	-	7	5	5		40	-	-	-	8	1	0	
28	-	-	-	7	6	4		41	-	-	-	8	2	9	
29	-	-	-	7	7	3		42	-	-	-	8	4	7	
30	-	-	-	7	8	2		43	-	-	-	8	6	6	
31	-	-	-	7	9	2		44	-	-	-	8	8	7	
32	-	-	-	7	10	2		45	-	-	-	8	10	10	
33	-	-	-	7	11	4		46	-	-	-	8	13	2	

Age next Birthday.	Pension to be Commuted.	Age next Birthday.	Pension to be Commuted.
	£ s. d.		£ s. d.
47 - - -	8 15 7	54 - - -	9 17 8
48 - - -	8 18 3	55 - - -	10 1 8
49 - - -	9 1 0	56 - - -	10 5 11
50 - - -	9 3 11	57 - - -	10 10 5
51 - - -	9 7 1	58 - - -	10 15 2
52 - - -	9 10 5	59 - - -	11 0 3
53 - - -	9 13 11	60 - - -	11 5 8

7. Suspension of Compensation Allowance on Re-employment in a Police Force.

If any officer or man in receipt of Compensation Allowance takes service in any other Police Force within or without the United Kingdom, his Compensation Allowance will be liable to suspension.

The principle on which this provision will be applied will be that if the pay of the new employment plus the compensation allowance exceeds the pay which the officer or man was receiving at the date of disbandment, the compensation allowance will be suspended to the extent of the excess. Thus, if a constable of 10 years' service who at the date of disbandment was in receipt of 4*l.* 10*s.* a week and is awarded a compensation allowance of 38*s.* a week, takes service in another Police Force at 3*l.* 10*s.* a week, his allowance will be suspended to the extent of 18*s.* a week.

At his final retirement, the compensation allowance, if it has been suspended in whole or in part, will revive, with this proviso that if he has earned a pension in respect of his subsequent service and the amount of that pension plus the compensation allowance exceeds two-thirds of the salary on which the compensation allowance was calculated, or of the salary which he was receiving at the date of his ultimate retirement, whichever is the higher, the compensation allowance will be abated to the extent of the excess. Thus, if a County Inspector of 15 years' service, whose salary at the date of disbandment was 800*l.* per annum, and whose compensation allowance is 510*l.* per annum, is appointed to another Police Force at a salary of 400*l.* per annum (in which case he will receive during his subsequent service 400*l.* per annum of his compensation allowance, making a total emolument of 800*l.* per annum) and on his ultimate retirement is entitled to a pension in respect of his service in such Force of 150*l.* per annum, his compensation allowance will be abated to the extent of 60*l.* per annum, thus giving him a total ultimate retiring allowance of 600*l.* per annum.

8. Tribunal for dealing with Individual Cases of Hardship.

A Tribunal will be appointed which, in addition to the functions mentioned above, will be empowered to consider and

report to Government upon any individual case in which, in the opinion of the Tribunal, hardship not otherwise provided for arises.

The Tribunal will be empowered to recommend—

(a) The extension up to a maximum of six months' pay of the disturbance allowance for the purpose of removal which may be granted under heading 2 above, in any case where in the opinion of the Tribunal the amount which has been so granted is inadequate.

(b) In exceptional cases the payment of gratuities, in addition to disturbance allowance, up to a maximum of six months' pay.

(c) Such other exceptional provision as any individual case submitted to it may appear to require.

9. Method of Payment.

All the above allowances will be payable by His Majesty's Government from Imperial Funds.